

Department of the Interior
BUREAU: Bureau of Reclamation
Equal Opportunity Data Required to be Posted by the NO FEAR ACT
P.L. 107-174

Reporting Period: FY 2004 2nd Quarter (10/01/03 to 03/31/04)

Point of Contact: Patricia Miller

Formal Complaints

| | |
|--|----|
| # of complaints filed | 29 |
| # of individual filers | 27 |
| # of repeat filers | 2 |
| Number of Complaints by Basis of Discrimination | |
| Race | 7 |
| Color | 0 |
| National Origin | 3 |
| Sex | 6 |
| Religion | 1 |
| Disability | 6 |
| Age | 9 |
| Reprisal | 16 |
| Non-EEO | 0 |

Number of Complaints by Issues of Alleged Discrimination

| | |
|----------------------------|----|
| Appointment/Hire | 0 |
| Assignment of Duties | 0 |
| Awards | 1 |
| Conversion to Full-Time | 0 |
| Disciplinary Action | |
| Demotion | 1 |
| Reprimand | 0 |
| Suspension | 1 |
| Removal | 4 |
| Other | 0 |
| Duty Hours | 1 |
| Evaluation/Appraisal | 0 |
| Examination/Test | 0 |
| Harassment | |
| a. Non-sexual | 12 |

| | |
|-------------------------------|----|
| b. Sexual | 0 |
| Medical Examination | 0 |
| Pay Including Overtime | 2 |
| Promotion/Non-Selection | 10 |
| Reassignment | |
| a. Denied | 0 |
| b. Directed | 0 |
| Reasonable Accommodation | 1 |
| Reinstatement | 0 |
| Retirement | 0 |
| Termination | 1 |
| Terms/Condition of Employment | 1 |
| Time & Attendance | 0 |
| Training | 1 |
| Other: Constructive Discharge | 0 |

Average Processing Time of Pending Complaints

| | # | APT |
|--|----|-----|
| 1. All complaints pending during fiscal year | | |
| Investigation | 28 | 105 |
| Final Agency Action | 13 | 340 |
| | | |
| 2. Complaints in which a hearing is not requested | | |
| Investigation | 8 | 182 |
| Final Agency Action | 8 | 346 |
| | | |
| 3. Complaints in which a hearing is requested | | |
| Investigation | 10 | 112 |
| Final Agency Action | 10 | 29 |

Number of Complaints Dismissed

| | # | APT |
|--|--------------|-----|
| | 5 | 290 |
| Number of Complaints Filed Prior to Fiscal Year + Pending | TOTAL | |
| Pending Complaints Filed Before Fiscal Year | 41 | |

| | |
|--|--------------|
| Number of Individuals | 39 |
| Number in Investigations | 11 |
| Number in FAD | 1 |
| | |
| Complaints Pending in the Current Fiscal Year | TOTAL |
| Number of Investigations over 180 days | 0 |

| | FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION | with a hearing FY 2004 | | without hearing FY 2004 | |
|---------------|---|---------------------------------------|-------------|--|----------|
| | TOTAL | 3 | | | |
| | | # | % | # | % |
| BASES | Race | | | | |
| | Color | | | | |
| | National Origin | | | | |
| | Sex | | | | |
| | Religion | | | | |
| | Disability | | | | |
| | Age | 2 | 1017 | | |
| | Reprisal | 1 | 1102 | | |
| | Non-EEO | | | | |
| ISSUES | Appointment/Hire | | | | |
| | Assignments of Duties | | | | |
| | Awards | | | | |
| | Conversion to Full Time | | | | |
| | Disciplinary Action | | | | |
| | Demotion | | | | |
| | Reprimand | | | | |
| | Suspension | | | | |
| | Removal | | | | |
| | Duty Hours | | | | |
| | Evaluation/Appraisal | | | | |
| | Examination/Test | | | | |
| | Harassment | | | | |
| | a. Non-sexual | | | | |
| | b. Sexual | | | | |
| | Medical Examination | | | | |
| | Pay Including Overtime | | | | |
| | Promotion/Non-Selection | 2 | 1017 | | |

| | | | | |
|-------------------------------|----------|-------------|--|--|
| Reassignment | | | | |
| a. Denied | | | | |
| b. Directed | | | | |
| Reasonable Accommodation | | | | |
| Reinstatement | | | | |
| Retirement | | | | |
| Termination | | | | |
| Terms/Condition of Employment | | | | |
| Time & Attendance | 1 | 1102 | | |
| Training | | | | |
| Other | | | | |